

**Radio One, Inc. – Washington, DC**  
**WKYS-FM, WMMJ-FM, WPRS-FM, WOL-AM and WYCB-AM**  
**EEO PUBLIC FILE REPORT**  
June 1, 2013 – May 31, 2014 [1]

**I. VACANCY LIST**

See Section II, the “Master Recruitment Source List” (“MRSL”) for recruitment source data

<b>Job Title</b>	<b>Recruitment Sources (RS) Used to Fill Vacancy</b>	<b>Number of Candidates Interviewed (RS)</b>	<b>RS Referring Hiree</b>
Promotions Director	1-11, 12, 15, 18, 25	8[RS# 12(2), RS# 15(2), RS# 18(4)]	15
Account Executive	1-11, 12, 15, 25	3[RS# 12(2), RS# 15(1)]	15
Promotions Coordinator	1-11, 12, 15, 18, 25	3[RS# 12(1), RS# 15(1), RS# 18(1)]	15
Promotions Director	1-11, 12, 15, 18, 25	5[RS# 12(1), RS# 15(3), RS# 18(1)]	15
Digital Sales Manager	1-11, 15, 18, 25	7[RS# 15(4), RS# 18(3)]	15
Credit Manager	1-11, 15, 18, 25	6[RS# 15(2), RS# 18(4)]	18
Account Executive	1-11, 12, 15, 18, 25	6[RS# 12(2), RS# 15(3), RS# 18(1)]	15
Account Executive	1-11, 12, 15, 18, 25	4[RS# 12(2), RS# 15(1), RS# 18(1)]	12
Traffic Manager	1-11, 12, 15, 18, 25	5[RS# 12(1), RS# 15(3), RS# 18(1)]	15
Continuity Director	1-11, 12, 15, 25	4[RS# 12(3), RS# 15(1)]	15
Account Executive	1-11, 15, 25	3[RS# 15(3)]	15
General Sales Manager	1-11, 12, 15, 25	5[RS# 12(1), RS# 15(4)]	15
		<b>Total Candidates Interviewed—</b> <b>59</b>	

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**II. MASTER RECRUITMENT SOURCE LIST (MRSL)**

<b>RS Number</b>	<b>RS Information</b>	<b>Source Entitled to Vacancy Notification? (Yes/No)</b>	<b>No. of Interviewees Referred by RS over 12-month period</b>
1	American Women in Radio and Television 8405 Greensboro Drive, Ste. 800 McLean, VA 22102 (703) 506-3266 Fax info@allwomeninmedia.org	Y	0
2	Asian American Journalists Association 1182 Market Street, Ste. 320 San Francisco, CA 94102 (415) 346-6343 Fax nationa@aaja.org	Y	0
3	The Association for Women in Communications, Inc. 780 Ritchie Highway, Ste. 28-S Severna Park, MD 21146 (410) 544-4640 Fax info@womcom.org	Y	0
4	Black Broadcasters Alliance 3474 William Penn Hwy. Pittsburgh, PA 15235 (412) 829-0313 Fax webmaster@thebba.org	Y	0
5	California Chicano News Media Association 3800 S. Figueroa Street Los Angeles, CA 90037 (213) 743-4989 Fax ccnmaininfo@ccnma.org	N	0
6	National Association of Hispanic Journalists 1000 National Press Building Washington, DC 20045 (202) 662-7144 Fax nahj@nahj.org	Y	0

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7	National Lesbian and Gay Journalists Association 1420 K Street, NW, Ste.910 Washington, DC 20005 (202) 588-1818 info@nlgja.org	Y	0
8	Native American Journalist Association University of South Dakota 414 E. Clark Street Vermillion, SD 57069 (866) 694-4264 Fax Najaconf2011@yahoo.com	Y	0
9	Native American Public Telecommunications P.O. Box 83111 Lincoln, NE 68501 (402) 472-8675 Fax native@unl.edu	Y	0
10	South Asian Journalists Association C/O Columbia Graduate School of Journalism 2950 Broadway New York, NY 10027	Y	0
11	Ohio Center For Broadcasting 9885 Rockside Road Cleveland, OH 44125 gary@beonair.com	Y	0
12	Corporate Website – <a href="http://www.radio-one.com">www.radio-one.com</a>	Y	15
13	Word-of-Mouth (which includes referrals from vendors, clients, former work associates and casual acquaintances)	Y	0
14	Internal Promotion	Y	0
15	Internal/Employee Referral	Y	28
16	Local Newspaper	Y	0
17	Trade Publication	Y	0
18	Internet Recruitment – <a href="http://www.indeed.com">www.indeed.com</a> , <a href="http://www.careerbuilder.com">www.careerbuilder.com</a> , <a href="http://www.linkedin.com">www.linkedin.com</a>	Y	16
19	Recruiter Agency	Y	0
20	Former Employee	Y	0
21	Job Fair	Y	0

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22	Radio Advertisement	Y	0
23	Industry Referral	Y	0
24	External Candidate	Y	0
25	Texas Association of Broadcasters teresa@tab.org	Y	0
<b>TOTAL INTERVIEWEES OVER 12-MONTH PERIOD</b>			<b>59</b>

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**III. RECRUITMENT INITIATIVES**

	TYPE OF RECRUITMENT INITIATIVE (MENU SELECTION)	BRIEF DESCRIPTION OF ACTIVITY
	Internship Program	WKYS-FM, WMMJ-FM, WPRS-FM, WYCB-AM and WOL-AM foster a comprehensive Internship program for college students. Students have the opportunity to get hands on experience while earning college credit. This program incorporates training in all areas of the radio station: Sales, Production, Business, On-air, and Marketing/Promotions.
	Website Recruitment	For local job vacancies, WKYS-FM, WMMJ-FM, WYCB-AM, WPRS-FM and WOL-AM referred listeners and potential employees to the Corporate website <a href="http://www.radio-one.com">www.radio-one.com</a> .
	Mentorship Program	On-going Radio One Mentorship Program - dedicated to developing employees who have demonstrated the potential to grow into a General Manager role within Radio One in the short term (1-3 years). Radio One has developed a company-sponsored mentorship program to meet the company's goals of developing talent pool and increasing diversity within the leadership structure.
1	Career Fair	Howard University Communication Career Expo at Howard University campus in October 2013.
2	Job Fair	DC Delegate Eleanor Holmes Norton Small Business and Job Fair at The Washington Convention Center on June 4 <sup>th</sup> , 2013.
3	Job Fair	Arlington Teen Summer Expo held on April 12, 2014 at Washington Lee High School in Arlington, VA.
4	Media Internship/Boot-camp	NABEF- Media Sales Institute at Howard University in June 2013.

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<b>5</b>	Performance Management Training	The purpose of the training held in January 2014 was to provide managers with a review of the Company's performance management process to include writing fair, specific, and concise performance evaluations.
<b>6</b>	Manager Training	The purpose of the training held in March 2014 was to provide best practice tools and technology for effective communication and feedback.

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